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ABSTRACT

Salaries and employer-paid insurance benefits for faculty members at public community colleges in Washington were compared with those of other states to provide a basis for a salary increase recommendation to the Governor and the Legislature. Salary level assessment involved comparing average salary increases to the cost of living advance as indicated by the Consumer Price Index (CPI). While the CPI was expected to advance 47.14% from 1970-71 through the end of fiscal year 1976-77, faculty salaries were to advance an expected 34.30%. Had average salaries kept pace with CPI advances, community college salary averages for 1977-78 would be $18,903 or 15.81% greater than the estimated level for 1976-77. A comparison of increases in average salaries in various public educational components throughout the state indicated that since 1971-72 community colleges received both smaller percentage and lower real dollar increases than either K-12 or the four-year colleges or universities. The 2,283 Washington community college faculty members received average salaries 10.01% less in 1976-77 than averages for 13,508 faculty members in 23 other states. Information on faculty salaries compared to workers in other fields and recommendations for setting a statewide salary level policy are discussed. Ten data tables are included. (TR)

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A STUDY OF COMMUNITY COLLEGE FACULTY SALARIES AND EMPLOYER-PAID INSURANCE BENEFITS

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STATE BOARD FOR COMMUNITY COLLEGE EDUCATION
OLYMPIA

December 21, 1976

JC 780 201

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A STUDY OF COMMUNITY COLLEGE FACULTY SALARIES AND EMPLOYER-PAID INSURANCE BENEFITS

This report is a summary of a study of salaries and employer-paid insurance benefits of faculty members in public community colleges in Washington and certain other states. The purpose of the study was to provide the basis for developing a salary increase recommendation to the Governor and the Forty-Fifth Washington Legislature.

Certain of the data were gathered in cooperation with the Council on Post-secondary Education (CPE) in response to the requirements of Senate Resolution 1976-209 directing a survey of "prevailing wage rates" for faculty of higher education institutions, including fringe benefit data.

Faculty Salaries and the Cost of Living

The traditional method employed by the State Board for assessing salary levels has been a comparison of average salary increases to the advance in the cost of living as indicated by the Consumer Price Index. Table I shows the growth since 1970-71 in the CPI and faculty average salaries for Washington community college faculty on academic year appointments. While the U.S. CPI is expected to advance by 47.14% through the end of the current fiscal year, faculty salaries will advance an expected 34.30%.[1] The CPI values are those used in the 1977-79 Executive Budget Request to be presented to the Forty-Fifth Washington Legislature.

Table II relates the U.S. CPI advance since 1970-71 to faculty average salaries in recent years. This table shows, for example, that if salaries had kept pace with the cost of living since 1970-71, the 1975-76 faculty average salary should have been $16,973 rather than $15,576--a difference of $1397. Similarly, the average for 1977-78, assuming the CPI projection is accurate, should be $18,903, or 15.81% greater than the estimated level for the current year. These calculations should be interpreted as approximations because they cannot take into account changes in the average salary that result from staff turnover. Nonetheless, salary increases of approximately 16.5% for 1977-78 and 5% for 1978-79 would be required to bring salaries to the 1970-71 level of buying power.

Salaries in Other Washington Educational Institutions

A comparison of the increases in average salaries for faculty in the various public educational components in Washington shows that since 1971-72, the community colleges have received both smaller percentage and lower real dollar increases than have either the K-12 schools or the four-year colleges and universities. Table III and Table IV indicate salary increases since 1971-72 by type of institution. Again, it should be remembered that these figures include the effect of staff turnover and academic rank promotions (in four-year institutions) as well as incremental increases made in K-12 and community college districts. However, incremental increases have been included in legislated salary increases for both community colleges and the four-year institutions for 1974-75 and 1975-76.

In general these data are significant in light of the recent practice of the legislature of appropriating average percentage salary increases for higher education institutions. That is, the application of a uniform salary increase percentage to the

[1] This value will change slightly pending the outcome of negotiations in three college districts.

disparate average salaries of the various institutions has allowed the four-year colleges to make larger salary adjustments. In addition, community college faculty members and civil service exempt staff were the only state employees who did not receive the $40 per month salary increase granted by the 1973-75 Supplemental Budget and made effective on February 1, 1973 (Chapter 8, Laws of 1973).

An analysis of salary schedules of Washington K-12 school districts where community colleges are located was also made. Table V indicates benchmark values from the schedules of 24 such districts and comparable data for the community college district schedule. The "Low" salary is typically for a bachelor's degree and no experience in K-12 districts. The "High" salary is the maximum that can be earned from the schedule, including any added amount for holding a master's degree or doctorate. The following comparison of the averages of the benchmark values was made.

	Low	High	MA/0
Averages-19 College Districts	$10,475	$19,997	$11,391
Averages-24 K-12 Districts	9,648	19,651	10,716
Differences	$ 827	$ 326	$ 675

One additional comparison of the highest salary payable to a faculty member without a master's degree was made. Unfortunately, data were available for only nine K-12 and college districts. The following are the districts that could be compared.

K-12 District	Amount	College District	Amount
Port Angeles	$17,591	Peninsula	$17,040
Aberdeen	18,143	Grays Harbor	17,487
Seattle	19,957	Seattle	14,625
Auburn	17,782	Green River	16,227
Vancouver	15,063	Clark	17,630
Wenatchee	17,595	Wenatchee Valley	13,018
Moses Lake	17,157	Big Bend	14,934
Pasco	15,881	Columbia Basin	17,626
Tacoma	20,337	Tacoma	15,984

In seven of the nine comparisons, the faculty members of a K-12 staff could earn a higher salary without holding a master's degree.

Faculty Average Salaries in Other States

The Council on Post-secondary Education has conducted a survey of the 1976-77 faculty average salaries paid in community colleges in 26 other states. The survey was limited to public, comprehensive (at least 30% of FTE enrollment each in academic and occupational courses), 500 to 11,000 FTE enrollment colleges. The sample was further limited by excluding colleges that were branch campuses of multi-campus university systems (e.g., Alaska and Hawaii) and those that were located in the 12 states that were most atypical of Washington on three key economic indices--tax capacity, tax revenue per capita, and per capita personal income. The sample, therefore, was considered to be generally comparable to Washington's community colleges.

Table VI is a reproduction of a portion of the CPE's preliminary report of survey findings. It shows that the 1976-77 average salary for 13,508 faculty members in the 121 community colleges in 23 states that responded to the survey was $17,612 or 10.01% greater than the $16,008 reported average for 2283 Washington faculty members. These data are from the federal HEGIS report submitted by each institution directly to the CPE and the federal Center for Higher Education statistics and do not include final amounts for districts that have not completed negotiations. If the CPE preliminary

findings are compared to the estimated 1976-77 Washington faculty average salary of $16,322 produced by State Board data (see Tables I and II), Washington's faculty average would be 7.90% below that of the other institutions in the sample.

These findings are valuable primarily in addressing the policy question of where Washington should rank with respect to other comparable states and institutions. That is, as one of the so-called "pacesetter" states in community college education[1], Washington might be expected to rank above average with respect to salary levels. It is also interesting to note that if Washington's salaries had been adjusted to the cost of living since 1970-71, the required average salary for the current year (see Table II) would only be 1.5% ($270) over the twenty-three state average found in the CPE survey.

Salary Schedules in Washington and Other States

In a companion study to the CPE survey, the State Board staff asked the CPE survey colleges to provide copies of their 1976-77 salary schedule. Schedules were received from 86 colleges in 18 states. An analysis of these schedules is summarized in Table VII. While there is variation in schedule characteristics, it was possible to determine benchmark values (and averages) for beginning and highest salary rates, as well as rates for individuals with a master's degree and no experience and with ten-years experience. Comparable benchmarks were also determined from the schedules of the 19 Washington districts that had completed negotiations for 1976-77.

Table VII supports the conclusion that Washington, like the proverbial hare competing with the turtle, starts fast, but is behind at the finish. That is, although beginning and MA/0 salaries are higher than the other states, MA/10 and highest salaries are approximately 7% lower. It is, therefore, understandable that Washington, where the faculty median preparation is a master's degree plus 30 graduate credits and 11 years experience (1975-76 data), would tend to have an average salary below those paid in the states covered by the survey.

Faculty Salaries Compared to Workers in Other Fields

The materials prepared to support the 1977-79 biennial budget request displayed a comparison of potential salaries of workers in 12 skilled trades and crafts and the community college faculty average salary for 1975-76. Table VIII contains the results of this comparison. These data should be interpreted keeping in mind the median faculty preparation and experience characteristics for 1975-76 were 7 years and 11 years respectively. Although this comparison is based on hypothetical data, it demonstrates that faculty salaries, particularly for individuals who cannot obtain summer employment, are low when contrasted to occupations requiring much less formal training.

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[1]Of the other six "pacesetter" states with colleges in the CPE survey, three (California, Michigan, and Illinois) had reported average salaries that were significantly higher than Washington, and two (Texas and Florida) had lower averages. The other, New York, had no institutions in the survey. However, past records support the conclusion that New York would also have an average salary higher than Washington. The same relationship would exist among these states even if Washington salaries had been adjusted to cost of living increases since 1970-71.

An additional comparison was made between the salary ranges of state civil service workers in positions requiring a master's degree and the averages of faculty salary ranges. The 1976-77 salary ranges adopted by the State Personnel Board for these higher-level positions (Ranges 25 through 40 were selected for this comparison) are displayed below and are compared with the average beginning and maximum salaries from the schedules of the 19 community college districts that had completed negotiations.

State Civil Service (12-month salary)

Range	Beginning Salary	Range Midpoint	Maximum Salary
25	$ 9,852	$11,208	$12,208
30	12,564	14,304	16,044
35	16,044	19,164	21,492
40	20,472	23,298	26,124

Community Colleges (9-month salary)

	$10,475	$15,226	$19,977

The scope of the civil service compensation plan extends to Range 55 (minimum $42,552; midpoint $48,432; and maximum $54,312) for positions with extensive management responsibility or which require extensive professional preparation and experience. However, even if the community college range values were extended to a 12-month employment basis (12/9th), the resulting values would be within the civil service range parameters shown; viz:

$13,956	$20,292	$26,628

This is particularly significant in light of the fact that the State Personnel Board has determined that its compensation plan will be approximately 20% below the July 1, 1977 rates for comparable non-state positions and has recommended corrective adjustments accordingly.

Employer-Paid Insurance Benefits

Data gathered in conjunction with the CPE survey of higher education salaries and benefits were analyzed to determine the level of annual employer-paid insurance benefits for faculty members in the college in the survey. Usable responses from 113 institutions in 20 states are compared to the $420 contribution made on behalf of Washington state employers. Table IX shows that the average insurance benefits for 11,708 faculty members in the other states was $773 for 1976-77--an amount 84% greater than that paid in Washington.

Similarly, it was found that the employer-paid insurance benefits for faculty members in Washington K-12 school districts tended to be greater than the benefit received by state employees. In addition, most such districts had dental plans that were wholly or partially paid by the employer. Data from 20 K-12 districts where community colleges are located are summarized in Table X. The average monthly employer contribution for the 19 districts for which data were available is $50.87 for 1976-77, more than 45% greater than the comparable benefit received by state employees.

In its own survey of employer-paid insurance benefits for workers in private industry in Washington, the State Employees Insurance Board (SEIB) found that the average monthly

contribution was $95.35 as of October, 1976. When non-state governmental units were added to the survey, the average contribution was determined to be $72.50. The SEIB recommended that the $72.50 be adopted as rate for state employees. Although the SEIB is authorized by statute to establish the level of the state's contribution, implementation of the rate is subject to an appropriation making the funds available.

Summary and Conclusions

The data reviewed in this report support the general conclusion that a significant upward adjustment in faculty salaries in Washington's community colleges is justifiable. The conclusion that salaries have tended to lag was based upon comparisons of average salaries, actual dollar increases, and scheduled salary rates for comparable professionals in public four-year colleges, community colleges in other states, faculty members in K-12 school districts, and professional-level civil service employees in state government. In addition, potential earnings of workers in 12 skilled crafts were examined for comparability to community college faculty salaries.

A request for salary adjustments could be based upon several alternative approaches. Essentially, this involves recommending a policy for setting salary levels. The following options exist:

Option #1 - Regain lost purchasing power. This option includes two sub-options depending upon what year is used as the base. They are:

a) An average increase of 15.81%(approximately $2700) on July 1, 1977, based on the increase in cost of living since 1970-71. This is the SBCCE staff position and is based on the rationale that 1970-71 was the last "free market" year in setting community college faculty salaries, i.e., since then the legislature has been setting maximum percentage increases.

b) An average increase of 13.38% (approximately $2180)[1] on July 1, 1977, based on the increase in cost of living since 1973-74. This is the approach used by the CPE staff based on the rationale that the legislature thoroughly reviewed salary levels in 1973-74 and appropriated accordingly (5% plus 2%), thereby bringing salaries into a correct relationship with the cost of living.

Option #2 - Parity with other states. This would require an adjustment averaging 13.25% (approximately $2160) on July 1, 1977. This would include 7.90% to establish the parity level with other states based on CPE survey findings and an additional 5.3% cost of living increase based on the predicted CPI level for fiscal year 1977.[2]

[1]Based on the estimated 1976-77 average salary of $16,322.

[2]See Table I.

Option #3 - Parity with state civil service. This is Governor Evans' recommendation for a 12% increase (approximately $1960) on July 1, 1977. It is based on technical corrections to the HEPB/DOP increase recommendations (reducing them from approximately 20% to 13%) further reduced by 3% (to offset the cost of a fully-paid employees' insurance program), but then increased by 2% to accommodate the absence of automatic increments (or their inclusion in appropriated increase percentages) for higher education exempt and faculty personnel.

Option #4 - Parity with Washington state colleges. This would require an average increase of 11.36% (approximately $1854) on July 1, 1977, composed of 6.01% to adjust community college actual dollar increases since 1971-72 to the amount received by state colleges and an additional 5.35% cost of living increase based on the predicted CPI level for fiscal year 1977.[1]

Option #4 requires some additional discussion. It is based on the notion that the actual average dollar increases received by community college faculties should be equal to those received by faculties in the four state colleges. The following table shows that relationship since 1969-70 and projects the effect of fixed percentage increases into the first year of the 1977-79 biennium. In effect, this approach would require granting differential percentage increases to the community colleges and the state colleges (i.e., fixed dollar increases). The alternative is to allow the relationship to remain constant (approximately 92%), while the actual dollar spread between the averages for the two systems continues to grow.

RATIO OF COMMUNITY COLLEGE TO STATE COLLEGE
FACULTY AVERAGE SALARIES

Year	State Colleges	Community Colleges	Difference	Percent
1969-70	$ 12,045	$ 11,355	$ 690	94.27%
1970-71	12,656	12,153	503	96.02%
1971-72	12,642	12,330	312	97.53%
1972-73	13,064	12,891	173	98.67%
1973-74	14,556	13,969	587	95.96%
1974-75	15,032*	14,536	496	96.70%
1975-76	16,870	15,576	1294	92.32%
1976-77	17,714**	16,322	1392	92.14%
1977-78	19,840***	18,280***	1560	92.13%

*Does not include 3/1/75 increase.
**Estimated @ 5% (i.e., 1976-77 appropriated increase)
***Estimated @ 12% (i.e., budget recommendations by Governor Evans)

[1]See Table I.

Based upon what appears to be an emerging public (legislative) policy of including salary schedule incremental increases within appropriated increase maximums, the recommendation adopted as a result of this study should presume that such adjustments will continue to be so included. As a result, the increase proposal should clearly recognize the inclusion of increments.

Finally, it is apparent that a substantial increase in the employer-paid insurance premium benefit is warranted. Evidence present here indicates that the annual rate for Washington state employees should be raised from the current $420 ($35 per month) to a level somewhere in the range of $610 to $870 ($50 to $72.50 per month). The possibility of a fully-paid insurance program is a sound alternative, but only if current levels of coverage are maintained.

TABLE I

COMPARISON OF COMMUNITY COLLEGE SYSTEM AVERAGE FACULTY SALARY
AND U.S./SEATTLE CONSUMER PRICE INDEXES

Fiscal Year	Fiscal Year U. S. CPI	Cumulative CPI Increase Since 1970-71	Average Salary	Cumulative Salary Increase Since 1970-71	Fiscal Year Seattle CPI	Cumulative CPI Increase Since 1970-71
1970-71	119.0	--	$12,153	--	114.9	--
1971-72	123.2	3.52%	12,330	1.45%	118.3	2.95%
1972-73	128.2	7.73%	12,891	6.07%	122.6	6.70%
1973-74	139.7	17.39%	13,969	14.94%	133.9	16.53%
1974-75	155.2	30.42%	14,536	19.60%	149.4	30.02%
1975-76	166.2	39.66%	15,576	28.16%	N/A	N/A
1976-77	175.1*	47.14%	16,322**	34.30%**	N/A	N/A
1977-78	185.1*	55.54%	--	--	N/A	N/A
1978-79	194.5*	63.44%	--	--	N/A	N/A

*Projected

**Estimate based on reported Fall Quarter, 1976, salaries with negotiations completed in 19 of 22 districts.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics, as reported in Economic Forecast for the State of Washington, Washington State Department of Revenue; May 1976, with data updated to January 1, 1977. Projections are not made for the Seattle CPI.

TABLE II

WASHINGTON COMMUNITY COLLEGE SYSTEM FACULTY
SALARY AVERAGE ADJUSTED TO U.S. CPI

Fiscal Year	Fiscal Year U. S. CPI	Cumulative CPI Increase Since 1970-71	Average Salary	CPI Adjusted Average Salary	Difference
1975-76	166.2	39.66%	$15,576	$16,973	$1,397
1976-77	175.1*	47.14%	16,322**	17,882	1,560
1977-78	185.1*	55.54%	--	18,903	--
1978-79	194.5*	63.44%	--	19,863	--

1977-78 CPI Adjusted Salary Goal	18,903		
1976-77 Average Salary	16,322		
Increase Required	$ 2,581	15.81%	
1978-79 CPI Adjusted Salary Goal	19,863		
1977-78 Average Salary (Increase Assumed)	18,903		
Increase Required	$ 960	5.07%	

*Projected

**Estimate based on reported Fall Quarter, 1976, salaries with negotiations completed in 19 of 22 districts.

TABLE III

INCREASES IN AVERAGE SALARIES, FACULTY ON NINE-MONTH APPOINTMENTS
WASHINGTON HIGHER EDUCATION INSTITUTIONS AND PUBLIC SCHOOLS
1971-72/1975-76

Year	K-12[1]	Community Colleges	State[2] Colleges	UW[2]	WSU[2]
1971-72	$10,320	$12,330	$12,642	$14,768	$13,859
1972-73	10,860 5.2%	12,891 4.54%	13,064 3.33%	15,235 3.16%	14,352 3.55%
1973-74	11,588 6.7%	13,969 8.36%	14,556 11.42%	17,140 12.50%	16,002 11.35%
1974-75	12,607 8.8%	14,536 4.05%	15,032 3.27%[3]	17,150 0.0%[3]	16,021 0.1%[3]
1975-76	14,024 11.2%	15,576 7.15%	16,870 12.11%	19,067 11.17%	18,015 12.44%
Increase Since 1973-74	21.0%	11.50%	15.89%	11.24%	12.57%
Increase Since 1971-72	35.9%	26.32%	33.34%	29.11%	29.98%

[1]WEA Data

[2]OCSCUP Data

[3]Does not reflect increase of 3/1/75

TABLE IV

DOLLAR INCREASES IN AVERAGE SALARIES, FACULTY ON NINE-MONTH APPOINTMENTS
WASHINGTON HIGHER EDUCATION INSTITUTIONS AND PUBLIC SCHOOLS
1971-72/1975-76

Year	K-12[1]	Community Colleges	State[2] Colleges	UW[2]	WSU[2]
1971-72 (Base)	$10,320	$12,330	$12,642	$14,768	$13,859
1972-73	540	561	422	467	493
1973-74	728	1,078	1,492	1,905	1,650
1974-75	1,019	567	476	10[3]	19[3]
1975-76	1,417	1,040	1,838	1,917	1,994
Increase Since 1971-72	3,704	3,246	4,228	4,299	4,156

[1]WEA Data

[2]OCSCUP Data

[3]Does not reflect increase of 3/1/75

TABLE V

COMPARISON OF 1976-77 SALARY SCHEDULE BENCHMARKS
WASHINGTON COMMUNITY COLLEGES
AND K-12 DISTRICTS

	K-12 Districts	Community College Districts
	Port Angeles	Peninsula - District #1
Low	$ 10,106	$ 10,760
High	19,000	19,740
MA/0	10,906	11,660
	Aberdeen	Grays Harbor - District #2
Low	$ 9,600	$ 9,354
High	19,103	20,537
MA/0	11,616	10,167
	Bremerton	Olympic - District #3
Low	$ 9,651	Negotiations not completed
High	18,843	
MA/0	11,225	
	Mount Vernon	Skagit Valley - District #4
Low	$ 9,600	$ 12,383
High	19,776	20,851
MA/0	N/A	12,383
	Edmonds	Edmonds - District #5
Low	$ 9,369	$ 12,791
High	19,394	20,091
MA/0	9,931	12,791
	Everett	Everett - District #5
Low	$ 10,258	$ 12,791
High	22,056	20,091
MA/0	11,804	12,791
	Seattle	Seattle - District #6
Low	$ 10,450	$ 11,521
High	21,757	20,269
MA/0	11,454	11,909

"TABLE 5--Continued"

	K-12 Districts	Community College Districts
	Shoreline	Shoreline - District #7
Low	$ 9,660	$ 11,067
High	21,002	20,917
MA/0	11,128	11,067
	Bellevue	Bellevue - District #8
Low	$ 9,860	$ 9,091
High	23,536	20,364
MA/0	11,832	9,091
	Highline	Highline - District #9
Low	$ 9,757	$ 10,386
High	20,160	20,525
MA/0	10,348	11,100
	Auburn	Green River - District #10
Low	$ 9,623	$ 10,174
High	19,097	20,692
MA/0	11,839	10,882
	Clover Park	Ft. Steilacoom - District #11
Low	$ 9,640	$ 8,597
High	20,185	20,633
MA/0	11,930	10,144
	Centralia	Centralia - District #12
Low	$ 9,471	Negotiations not completed
High	19,272	
MA/0	10,323	
	Olympia	OTCC - District #12
Low	$ 9,791	Negotiations not completed
High	19,484	
MA/0	12,337	
	Longview	Lower Columbia - District #13
Low	$ 9,408	$ 10,335
High	18,352	19,826
MA/0	10,308	10,353
	Vancouver	Clark - District #14
Low	$ 9,185	$ 10,750
High	19,289	22,000
MA/0	12,308	12,900

"TABLE 5--Continued"

	K-12 Districts	Community College Districts
	Wenatchee	Wenatchee Valley - District #15
Low	$ 9,485	$ 6,509
High	18,354	19,730
MA/0	10,339	10,170
	Yakima	Yakima Valley - District #16
Low	$ 9,222	$ 11,291
High	18,755	20,465
MA/0	9,722	11,866
	Spokane	Spokane - District #17
Low	$ 9,555	Negotiations not completed
High	18,976	
MA/0	11,065	
	Moses Lake	Big Bend - District #18
Low	$ 9,222	$ 13,141
High	17,557	18,255
MA/0	11,792	15,356*
		*No advancement until tenured
	Pasco	Columbia Basin - District #19
Low	$ 9,625	$ 12,026
High	19,057	19,866
MA/0	12,128	12,026
	Walla Walla	Walla Walla - District #20
Low	$ 9,310	$ 8,640
High	18,580	18,530
MA/0	9,869	10,790
	Ferndale	Whatcom - District #21
Low	$ 9,600	$ 11,300
High	9,296	16,300
MA/0	10,848	11,800
	Tacoma	Tacoma - District #22
Low	$ 10,118	$ 8,991
High	20,742	19,980
MA/0	12,142	9,990

TABLE VI

AVERAGE SALARIES OF COMMUNITY COLLEGE FACULTIES, 1976-77
(COUNCIL ON POST-SECONDARY EDUCATION, PRELIMINARY DATA)

State	Faculty	Institutions	Average Salary
California	3,530	24	$ 20,770
Michigan	1,189	12	18,613
Ohio	137	1	18,082
Illinois	1,990	16	17,993
Maryland	629	5	17,716
New Jersey	364	3	16,956
Pennsylvania	668	5	16,583
Minnesota	333	5	16,482
Oregon	676	6	15,983
Texas	1,023	8	15,651
Rhode Island	269	1	15,414
Montana	28	1	15,308
Florida	581	6	15,109
Arizona	335	3	15,089
Iowa	367	6	14,254
Massachusetts	313	4	14,249
North Dakota	57	1	14,012
Colorado	318	4	13,745
Kansas	96	2	13,680
Maine	63	1	13,366
Oklahoma	154	2	13,029
Missouri	325	4	12,659
Idaho	63	1	12,148
Totals	13,508	121	$ 17,612
Washington	2,283	27	16,008

Not Reported: Indiana, Virginia and Wyoming

Source: Council on Post-secondary Education survey of "prevailing wage rates" in comparable states and institutions. Data from HEGIS report of "instructional faculty," includes report from three Washington districts where negotiations have not been completed at time of report.

TABLE VII

ANALYSIS OF SALARY SCHEDULE CHARACTERISTICS
COMMUNITY COLLEGES IN EIGHTEEN STATES
ACADEMIC YEAR 1976-77

State	Average Lowest Rate	Average Highest Rate	Average Steps		Average Rate Master's Degree	
			Horizontal	Vertical	No Experience	Ten Years
Arizona (1)	$ 9,370	$19,005	5	13	$ 9,870	$15,090
California (18)	11,880	24,411	5	15	13,119	19,000
Colorado (2)	9,098	17,639	14	9	9,770	12,196
Florida (4)	10,159	19,597	--	--	10,730	*
Illinois (11)	9,772	23,176	6	16	10,901	15,338
Iowa (4)	8,910	19,425	6	17	10,567	14,993
Kansas (2)	7,607	16,205	7	14	8,775	12,581
Maryland (4)	9,064	23,753	8	17	10,843	14,846
Massachusetts (2)	9,587	24,226	--	--	--	*
Michigan (8)	10,008	21,180	5	11	11,014	17,321
Minnesota (5)	8,503	20,048	5	13	10,146	16,790
Missouri (4)	7,503	17,920	6	16	9,403	13,564
Montana (1)	8,910	18,400	7	14	9,890	13,450
New Jersey (2)	10,310	24,632	5	10	11,710	15,830
North Dakota (1)	8,700	17,625	7	14	9,400	14,650
Oregon (5)	10,119	20,533	4	10	12,406	16,894
Pennslyvania (5)	9,038	21,337	--	--	9,954	*
Texas (7)	9,181	19,036	8	16	10,169	14,232
18 State Averages	9,662	21,548	5	15	10,878	16,366
No. of Colleges	86	82	63	64	70	60
Washington	10,475	19,977	6	11	11,391	15,232
No. of Districts	19	19	16	16	19	13
Difference	$ 813	($1,571)	1	(4)	513	($1,134)

*Unable to determine

TABLE VIII

SALARIES OF TRADE AND CRAFT WORKERS
AND COMMUNITY COLLEGE FACULTY
1975-76 SEATTLE AREA DATA

Trade or Craft	Annual Income: Full-year Employment[1] Journeyman	Full-year Employment[1] Foreman		175-Day Employment[2] Journeyman	175-Day Employment[2] Foreman
Machinist	$14,934	N/A		$10,052	N/A
Auto/Auto Body Mechanic	15,184	N/A		10,220	N/A
Electronics Technician	15,995	17,264		10,766	11,620
Carpenter	20,280	21,320		13,650	14,350
Millwright	21,320	22,360		14,350	15,050
Boilermaker	22,152	23,712		14,910	15,960
Faculty Average Salary			$15,576		
Diesel Mechanic	22,380	23,213		15,064	15,624
Ironworker	22,880	23,712		15,400	15,960
Welder	23,150	N/A		15,582	N/A
Pipefitter	23,420	25,292		15,764	17,024
Electrician	25,064	27,560		16,870	18,550
Sheetmetal Worker	25,459	27,227		17,136	18,326

[1]Annual income computed on basis of reported hourly rates extended to 2080 hours of work annually.

[2]Annual income computed on basis of reported hourly rates extended to a 175-day (1400 hours) employment period.

Source: Industrial Relations Division, Department of Labor and Industries and International Association of Machinists and Aerospace Workers, Locals #79 and #289, Seattle, Washington.

TABLE IX

EMPLOYER PAID INSURANCE BENEFITS FOR FACULTY
ON ACADEMIC YEAR APPOINTMENTS

State	Colleges	Total Expenditure	Number of Faculty	Average Annual Paid Benefit
California	22	$3,738,891	3,175	$1,117
Michigan	10	914,759	964	948
Illinois	15	1,315,316	1,579	833
Pennsylvania	5	543,473	659	824
North Dakota	1	46,312	57	812
Minnesota	5	267,066	332	804
20 State Composite	113	9,055,622	11,708	773
New Jersey	3	260,141	364	714
Colorado	3	124,768	176	708
Oregon	6	404,193	672	601
Iowa	6	210,731	366	575
Kansas	2	49,980	92	543
Arizona	2	124,780	272	458
Idaho	1	26,780	63	425
Washington	27			420
Missouri	6	125,316	302	414
Maryland	4	192,661	465	414
Florida	5	209,721	586	357
Texas	12	407,199	1,246	326
Georgia	3	73,746	261	282
Montana	1	5,209	28	186

TABLE X

MONTHLY EMPLOYER-PAID INSURANCE BENEFITS
SELECTED PUBLIC SCHOOL DISTRICTS
1976-77

School District	Medical	Dental	Total
Port Angeles	$45.00	$12.75	$57.75
Aberdeen	62.00	including dental	62.00
Mount Vernon	40.00	including dental	40.00
Everett	40.00	-0-	40.00
Seattle	62.00	including dental	62.00
Shoreline	40.00	13.16	53.16
Bellevue	31.00	15.00	46.00
Highline	39.00	15.55	54.55
Auburn	44.50	16.23	60.73
Clover Park	35.00	including dental	35.00
Centralia	60.00	including dental	60.00
Olympia	35.00	-0-	35.00
Longview	Fully Paid	Fully Paid	--
Vancouver	25.00	-0-	25.00
Wenatchee	39.10	17.62	56.72
Yakima	45.00	17.62	62.62
Moses Lake	58.00	-0-	58.00
Pasco	35.50	12.70	48.20
Bellingham	40.00	16.34	56.34
Tacoma	40.00	13.48	53.48
Averages	42.95	15.04	50.87
Number of Districts	19	10	19

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